

**Probetext englische/amerikanische  
Proof-reader**

**Probetext**

**How people capabilities are sustained and developed.**

Effects of personnel policy on new employees

Qualitative demands on new employee abilities and skills, which are derived from company policy are taken into account, through qualification and target group-related instruments of employment procedures.

Examples

- Employment assessment center for trainee groups
- Multi-layered employment procedure with structured telephone interviews for the service centre in Saarbrücken
- Beginning in 1996 we were the first bank to publish positions available in the internet.
- personnel consultants support occupation of managerial and specialist positions.

For external personnel recruitment the focus is on the following groups:

- College graduates long-term engagement in managerial or specialist functions

- personnel with extensive professional experience for short-term managerial or specialist functions
- Specialist for operative business

Recruitment measures and development tools for college graduates

MBLF maintains continuous contact with leading universities. Internal job advertisement of functions, intensive sharing of experience within the Group, and early contact to potential employees at colleges and other educational institutes enable an effective selection.

Examples of this policy:

- We guided six graduates in 1996 and seven graduates in 1997 in conducting their master's thesis. The topics of these thesis were company-relevant and mainly quality management-related.
- Internships: In 1996 MBLF has 13 interns. In 1997 that figure rose to 26.
- Lecturer activities by managers in career-related fields of study (see Criterion 1c)
- Course of studies in business management in cooperation with Professional Academy Stuttgart. In this programme students receive an ideal mixture of theory and practice.

Since 1992 we have employed a special trainee program, the trainee group, for the long term occupation of managerial

assignment and specialist functions in addition to direct employment. Annually, MBFL recruits up to ten college graduates for a 12 to 15 month trainee program (See criterion 1a).

Each new employee receives an integration plan and takes part in introductory and advanced seminar in which a comprehensive overview for the company and fundamental knowledge necessary for the jobs are given. The intensive individual integration of employees through colleagues and his respective manager lays an important cornerstone for the development of the employee.

## **The Chevrolet story ...**

...actually started in Europe. Louis Chevrolet was a Swiss race driver, an engineer and a designer of cars, who crossed the Atlantic in 1900 to try his new ideas in a „new country“. and almost became immediately one of the best known names in the fast revolving American automotive scene.

## **The Birth of a Legend...**

. . . and the first Chevrolet ever built .  
Already by 1912 the revolutionarily Classic IV was creating automotive history with such innovations as the world's first „side windows“. But these were only the first of a long tradition of industry firsts: There comes later the first truck (1918), then the first car-radio (1924), and first 6 cylinders engine (1929) followed by the world's first industry production glass-fiber-body (Corvette; 1953)